COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS AGENDA ITEM TRANSMITTAL

(1) DEPARTMENT Social Services	(2) MEETING DATE 6/17/2014	3) CONTACT/PHONE Trish Avery Caldwell 805.781.1728		
the Independent Livin	g Program (ILP)/Extended Foster Care (rile) for CalWORKs Work-study, Bridge to Success, and EFC) with San Luis Obispo County Community College of \$75,000, \$65,000 and \$380,594 respectively. All		
San Luis Obispo Cou Independent Living P	nat your Board approve, and direct the (unty Community College District (Cuesta)	Chairperson to sign, three renewal service contracts with for CalWORKs Work-study, Bridge to Success, and the C) in the amounts of \$75,000, \$65,000 and \$380,594		
(6) FUNDING SOURCE(S Fed, State, County	(7) CURRENT YEAR FINANCIAL IMPACT Work-study \$75,000 Bridge \$65,000 ILP/EFC \$380,594 TOTAL \$520,594	(8) ANNUAL FINANCIAL IMPACT Work-study \$75,000 Bridge \$65,000 ILP/EFC \$380,594 TOTAL \$520,594		
(10) AGENDA PLACEME {X} Consent { } F		t) { } Board Business (Time Est)		
(11) EXECUTED DOCUM	MENTS [X] Contracts { } Ordinances { } N/A	4		
(12) OUTLINE AGREEM CalWORKs Work St Bridge: ILP/EFC:	ENT REQUISITION NUMBER (OAR) udy: 19001397 19001396 19001398	(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A { } 4/5 Vote Required {X} N/A		
(14) LOCATION MAP	(15) BUSINESS IMPACT STATEMENT?	(16) AGENDA ITEM HISTORY		
N/A	No	{ } N/A Date: <u>July 9, 2013</u>		
(17) ADMINISTRATIVE (OFFICE REVIEW			
Emily Jackson				
(18) SUPERVISOR DIST All Districts	RICT(S)			

County of San Luis Obispo

TO: Board of Supervisors

FROM: Social Services/Trish Avery Caldwell

(805) 781-1728

DATE: 6/17/2014

SUBJECT: Request to approve three renewal service contracts (Clerk's File) for CalWORKs Work-study, Bridge to

Success, and the Independent Living Program (ILP)/Extended Foster Care (EFC) with San Luis Obispo County Community College District (Cuesta) for Fiscal Year 2014-2015 in the amounts of \$75,000,

\$65,000 and \$380,594 respectively.

RECOMMENDATION

It is recommended that your Board approve, and direct the Chairperson to sign, three renewal service contracts with San Luis Obispo County Community College District (Cuesta) for CalWORKs Work-study, Bridge to Success, and the Independent Living Program (ILP)/Extended Foster Care (EFC) in the amounts of \$75,000, \$65,000 and \$380,594 respectively for Fiscal Year (FY) 2014-2015.

DISCUSSION

The passage of the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) in 1996 substantially reconstructed the welfare system. The act gave state governments more autonomy over welfare delivery, while also reducing the federal government's responsibilities. The new Federal program was named Temporary Assistance for Needy Families (TANF) while California's TANF program was the California Work Opportunity and Responsibility to Kids (CalWORKs) program. The primary focus of the new TANF/CalWORKs program was to help families move into and succeed in the workforce. Specifically, education and training programs are to be available to CalWORKs participants to assist them in overcoming employment barriers and moving toward self-sufficiency. To meet the program requirements of TANF/CalWORKs the County partnered with local educational institutions and other agencies to offer supportive services.

Cuesta first began providing services as a junior college in 1963 and later opened its office of Employment Training in 1997 in response to welfare reform (i.e., PRWORA/Welfare Reform Act of 1996). The Office of Employment Training, now known as the Workforce Economic Development Department (WEDD), provides services to CalWORKs Cuesta College students and other low-income persons. Services include vocational training, work-study/subsidized employment, job placement, academic counseling, child care, and supportive services (i.e., study hall, tutoring, book vouchers, transportation, and crisis intervention referrals). Cuesta specifically assists students as they engage in activities that will lead directly to gainful employment and family self-sufficiency. Over the years Cuesta has expanded its programs to meet identified needs of CalWORKs participants and other low-income students.

Work-study Program

The CalWORKs Work-study Program at Cuesta is dedicated to providing employment opportunities to TANF/CalWORKs recipients as they pursue their academic goals and strive to achieve self-sufficiency. The program places on or off-campus between twenty (20) and twenty-five (25) students in employment at various agencies and companies each year. These students work 20 hours per week while attending school full-time. Together Cuesta, the employer, and the student discuss class requirements, child care concerns, and personal barriers that may need to be addressed to ensure a successful work-study placement. The goal is to create a partnership that allows the student to succeed in the work environment and also provide a valuable service to the employer. In addition, the program provides an opportunity for participants to build a strong work history for individuals who have not worked for a period of time. Many work-study



employers retain participants after the work-study program period expires, while other participants have directly accessed self-sufficiency level jobs through opportunities created by their placement. Since 1998, approximately six hundred ninety seven (697) successful work-study placements have been realized.

Bridge to Success Program (Bridge)

The Bridge to Success Program (Bridge) serves high school aged youth county-wide who are considered "at-risk" and in need of education credits to graduate from high school. Youth who enroll in the program come from local high schools, continuation and community schools, probation, Independent Living Program (ILP), Teenage Academic Parenting Program (TAPP), CalWORKs and other youth-serving community agencies. The program serves up to twenty-five (25) "at risk" youth during a 5-week summer program that enables youth to earn up to ten (10) high school elective units and concurrently earn community college credits, therefore increasing the number of students who complete high school. Classes are offered at Cuesta and emphasize job readiness skills and strategies for succeeding both at school and work.

Independent Living Program (ILP) and Extended Foster Care (EFC)

The Independent Living Program (ILP) and Extended Foster Care (EFC) are State mandated programs which provide services for our youth/young adults in foster care. Services focus on preparing youth/young adults in foster care for adulthood in four (4) key areas: employment, life skills, education and vocational training, and permanency. Employment services are designed to meet the special individual needs of foster youth and offer access to subsidized employment, career resource centers, and an employment specialist dedicated to guiding and supporting each youth in employment related decisions.

The Life Skills component includes teaching about budgeting, smart shopping, finding and keeping housing, and various health services. While gaining important life skills knowledge, Cuesta and ILP staffs work with youth to outline education and vocational training opportunities available to them. Educational services include comprehensive assessment testing, creating an individual education plan, availability of an academic counselor, and one-on-one guidance with vocational training programs.

Foster youth are also provided with services aimed at identifying permanent adult relationships before exiting foster care. These services complement Assembly Bill 12 (AB 12) which became effective January 2012 and emphasizes the need for foster youth/young adults to establish supportive adult relationships beyond the age of 18 years. Research shows that youth connected to a positive and supportive adult upon leaving the foster care system are more likely to obtain stable housing, be employed and have life-long positive and supportive relationships.

While AB 12 acknowledges the importance of positive adult/parental relationships for youth/young adults, the major impact of AB 12 (All County Letter (ACL) ACL 11-61) is extended foster care monetary benefits for youth until they are age 21. Receiving benefits for a longer period of time enables youth/young adults to stabilize while learning how to manage work and/or school and domestic responsibilities like shopping, staying in housing, saving, and budgeting. Annually ILP/EFC provides services to approximately two hundred (200) teens in foster care. For more information about Workforce Economic Development services offered by Cuesta visit their website at www.cuesta.edu. (Workforce Economic Development services at Cuesta are located under the "Academic" tab.)

Approval of these renewal contracts will allow Cuesta to continue providing CalWORKs and other low-income participants, education and employment opportunities aimed at developing their work skills, securing employment and living independently. All services are intended to support long-term achievement and support both welfare reform goals and the outcomes of Assembly Bill 636 (AB 636), the Child Welfare System Improvement and Accountability Act (better known as the System Improvement Plan or SIP), which focuses on continuous improvement, interagency partnerships, community involvement and public reporting outcomes. These services support the Department and County goal of keeping our economy strong and viable and assuring that all share in this economic prosperity.

OTHER AGENCY INVOLVEMENT/IMPACT

These contracts were developed in partnership with Cuesta and County Counsel has reviewed and approved the contract as to legal form and effect.

FINANCIAL CONSIDERATIONS

The total contract amounts for CalWORKs Work-study, Bridge to Success, and ILP/EFC contracts are \$75,000, \$65,000, and \$380,594 respectively. All three (3) contracts are included in the Department of Social Services budget for Fiscal Year 2014-2015, and will require no additional General Fund contributions.

_	Actual	Budgeted	Budgeted				
Agency	FY 12-13	FY 13-14	FY 14-15	Notes	Sharing Ratios		
					Fed	St	Co
Cuesta College							
	\$ 75,000	\$ 75,000	\$ 75,000	CalWORKs Work-study	100%	0%	0%
	\$ 65,000	\$ 65,000	\$ 65,000	Bridge to Success	100%	0%	0%
				Independent Living Prog (ILP)			
				and Extended Foster Care	33%	55%	12%
	<u>\$372,594</u>	<u>\$380,594</u>	<u>\$380,594</u>	(EFC)			
Total	\$512,594	\$520,594	\$520,594				

RESULTS

Cuesta College - CalWORKs Work-study Program

Fiscal Year 13-14

As of March 31, 2014, a total of thirty (30) CalWORKs participants have participated in Work-study.

Cuesta exceeded its performance outcome to place twelve to fifteen (12-15) students in work-study positions off-campus with local employers, or in on-campus positions. As of March 31, 2014, thirty (30) participants participated in the work-study program. It is anticipated that this number will be higher by June 30, 2014, which is the contract end date.

Based on the final quarterly report for FY 2012-2013 and received on July 20, 2013, a total of twenty five (25) participants participated in the work-study program.

Cuesta provided services that resulted in seventy percent (70%) of students in work-study completing three (3) months of work experience as of March 31, 2014. This is lower than the anticipated (90%) of students in work-study completing three (3) months of work experience, however it is anticipated that this number will be higher by June 30, 2014, which is the contract end date.

Based on the final quarterly report for FY 2012-2013 and received on July 20, 2013, a total of twenty three (23) of twenty five (25), or ninety two percent (92%) of students completed three (3) months of work experience.

Cuesta outcomes resulted in ten percent (10%) or three (3) students placed in work-study as of March 31, 2014, obtaining unsubsidized employment as a direct result of their experience. Though it is anticipated this number will be slightly higher by the end of the FY, the number will still be lower than the anticipated fifty percent (50%) of the students placed in work-study obtaining unsubsidized employment as a direct result of their experience. One reason for the lower outcome is many of the students are new and do not have the soft skills or education level to maintain employment and so placements will take place at a future date. As the students are better able to manage both personal and school demands employment will be next.

Based on the final quarterly report for FY 2012-2013 and received on July 20, 2013, a total of six (6) of twenty five (25), or twenty four percent (24%) of students obtained unsubsidized employment as a direct result of their experience. DSS supports the efforts of Cuesta to place CalWORKs participants in unsubsidized employment.

Cuesta will provide services that result in one hundred percent (100%) of employers receiving a CalWORKs work-study placement being satisfied with the student/employee performance as reported on the satisfaction survey. This outcome will be reported on the 4th quarter report and returned to the County on July 20, 2014.

An Employer Placement Survey was completed in May 2013 (FY 12-13). Of the twenty six (26) surveys sent out one hundred percent (100%) were returned. Of these, ninety six percent (96%) of the employers were satisfied with their student/employee. All comments received about Cuesta staff were positive.

Fiscal Year 14-15

Cuesta will place twelve to fifteen (12-15) students in work-study positions off-campus with local employers, or in on-campus positions.

Cuesta will provide services that result in ninety percent (90%) of students in work-study completing three (3) months of work experience.

Cuesta will provide services that result in fifty percent (50%) of the students placed in work-study obtaining unsubsidized employment as a direct result of their experience.

Cuesta will provide services that result in one hundred percent (100%) of employers receiving a CalWORKs work-study placement being satisfied with the student/employee performance as reported on the satisfaction survey.

Cuesta will provide services that result in one hundred percent (100%) of students being able to use local job placement resources.

Cuesta College - Bridge to Success

Fiscal Year 13-14

The Bridge to Success program became a Summer-only program effective July 1, 2012 and served a total of twenty three (3) youth. Results for FY 2013-2014 will be received after the Summer-only courses are completed.

Cuesta will recruit and serve at least twenty-five (25) "at risk" high-school age youth to participate in the Summer Bridge Program. As of March 31, 2014, the recruitment process for youth had begun and final results will be received July 20, 2014, and reported next contract year.

Cuesta will coordinate and implement three (3) one-credit (54 hours) Life/College orientation courses during Summer Bridge. Eighty percent (80%) of the participants will complete the 3 one-credit courses (54 hours). As of March 31, 2014, the recruitment process for youth had begun and final results will be received July 20, 2014, and reported next contract year.

Cuesta will coordinate and implement a 50-hour intensive work experience on Cuesta campus in which eighty percent (80%) of the participants will complete the 5-week work experience assignment. As of March 31, 2014, the recruitment process for youth had begun and final results will be received July 20, 2014, and reported next contract year.

Based on the final quarterly report for FY 2012-2013 and received on July 20, 2013, a total of twenty three (23) youth enrolled in the Bridge program. Of these, twelve (12), or fifty two percent (52%) completed the program. It was noted there is difficulty finding youth with barriers yet also fully committed to completing the summer program. During the FY 14-15 recruitment process Cuesta will take special care to explain the 5-week course commitment and have additional youth successfully complete the program.

Fiscal Year 14-15

Cuesta will recruit and serve at least twenty-five (25) "at risk" high-school age youth to participate in the Summer Bridge Program.

Cuesta will coordinate and implement three (3) one-credit (54 hours) Life/College orientation courses during Summer Bridge. Eighty percent (80%) of the participants will complete the 3 one-credit courses (54 hours).

Cuesta will coordinate and implement a 50-hour intensive work experience on Cuesta campus in which eighty percent

(80%) of the participants will complete the 5-week work experience assignment.

Cuesta College - Independent Living Program (ILP) and Extended Foster Care (EFC)

Fiscal Year 13-14

As of March 31, 2014, a total of one hundred seventy nine (179) eligible ILP foster youth (ages 16-21) participated in ILP/EFC services. It is anticipated this number will be slightly higher by the end of the 2013-2014 contract.

Cuesta services resulted in providing unduplicated services to sixty five (65) 16-18 year olds with a ninety one percent (91%) participation among eligible youth as of March 31, 2014. This number is below the performance outcome of one hundred twenty (120) youth served due to the total <u>eligible</u> youth for this age group being lower than anticipated. A total of seventy one (71) youth were identified in this age category and ninety one percent (91%) participated in ILP services. Participation in the ILP is strictly voluntary, though DSS is mandated to provide these services.

The <u>total</u> number of youth served (regardless of age) met the contract performance outcome of one hundred eighty (180) which includes both youth 16-18 and those 18-21 (see below outcome).

Reported last year on July 20, 2013, in FY 2012-2013 a total of one hundred forty five (145) of one hundred seventy four (174), or eighty three percent (83%) of 16-18 year olds participated in ILP/EFC services.

Cuesta exceeded its performance outcome to provide services that resulted in unduplicated services to sixty (60) 18-21 year olds and eighty percent (80%) participation among those eligible youth. As of March 31, 2014, a total of one hundred fourteen (114) eligible youth received services. One hundred twenty one (121) eligible youth were identified in this age category and one hundred fourteen (114) or ninety four percent (94%) participated in ILP/EFC services. Participation in the ILP/EFC is strictly voluntary, though DSS is mandated to provide these services.

Reported last year on July 20, 2013, in FY 2012-2013 a total of two hundred thirteen (213) of two hundred twenty seven (227), or ninety three percent (93%) of 18-21 year olds participated in ILP/EFC services.

Cuesta met its performance outcome to provide services that resulted in one hundred percent (100%) of eligible youth completing the Youth Empowerment Strategies for Success (YESS) Assessment and the Transitional Interdependent Living Plan at least twice per year to examine progress and program effectiveness. As of March 31, 2014, a total of thirty seven (37) eligible youth completed the YESS Assessment and Transitional Interdependent Living Plan. It is anticipated this number will be slightly higher by the end of the 2013-2014 contract.

Reported last year on July 20, 2013, in FY 2012-2013 a total of seventy nine (79) eligible youth completed the YESS Assessment and the Transitional Interdependent Living Plan.

Cuesta exceeded its performance outcome of fifty percent (50%) of the ILP youth aged 18-21 being placed in employment and maintaining that employment for a minimum of three (3) months. As of March 31, 2014 a total of thirty seven (37) of forty one (41), or ninety percent (90%), of ILP/EFC placed into employment maintaining their employment for a minimum of three (3) months. It is anticipated this number will be slightly higher by the end of the 2013-2014 contract.

Cuesta was unable to meet its performance outcome to provide services to twenty (20) ILP/EFC youth who participate in one-semester of Introduction to Workplace Readiness at Cuesta College. As of March 31, 2014, a total of eleven (11) eligible ILP/EFC youth enrolled in the Introduction to Workplace Readiness class. Though it is anticipated this number will be slightly higher by the end of FY 13-14, the number served will most likely be lower than the anticipated twenty (20) ILP/EFC youth. The challenges to enrolling more ILP/EFC youth in Introduction to Workplace Readiness class is thought to be the recruitment process and the fact many youth change placements after being enrolled. Cuesta and DSS continue to work together to identify ILP/EFC youth for the course in time for enrollment and assist youth in attending the semester class once they are enrolled.

Reported last year on July 20, 2013, in FY 2012-2013 a total of thirteen (13) ILP/EFC eligible youth enrolled in the Introduction to Workplace Readiness class. Of the thirteen (13) youth, five (5), or thirty eight percent (38%), completed the program. Many of the youth selected struggled with staying motivated in the classroom environment and some were even dismissed due to behavioral issues. Cuesta has noted the difficulties of the first class and will use this knowledge

while screening future enrollees.

Cuesta met its performance outcome to provide service that resulted in eight to ten (8-10) eligible youth participating in the subsidized employment program (work-study). As of March 31, 2014, a total of ten (10) ILP/EFC youth had participated in the work-study program. It is anticipated that this number will be higher by the end of the 2013-2014 contract.

Cuesta services resulted in providing outreach activities to ten (10) youth ages 14-16 as of March 31, 2014. This number is lower that the anticipated fifteen (15) youth ages 14-16, however Cuesta and the DSS continue to work together to grow these services. The state funded ILP program serves youth ages 16-21. Identifying youth at an earlier age (14-16) is a vision for our County to try and connect youth to services, family and permanent resources as soon as possible to help them stabilize and reach age-appropriate milestones that lead to permanency. It is anticipated that this number will be higher by the end of the 2013-2014 contract.

Reported last year on July 20, 2013, in FY 2012-2013 a total of sixteen (16) eligible youth received services.

Cuesta exceeded its performance outcome to provide services that resulted in eighty-five percent (85%) of Workshop Survey respondents reporting that they gained new knowledge as a result of the workshop(s) attended. As of March 31, 2014, a total of thirty nine (39) of forty two (42), or ninety two percent (92%), responded that they gained new knowledge. It is anticipated that this number will be higher by the end of the 2013-2014 contract.

Cuesta exceeded its performance outcome to provide services that resulted in twenty-five (25) California Youth Connection (CYC) community outreach activities being conducted. As of March 31, 2014 a total of thirty seven (37) CYC community activities were conducted. It is anticipated that this number will be higher by the end of the 2013-2014 contract.

Reported last year on July 20, 2013, in FY 2012-2013 a total of seventy (70) California Youth Connection (CYC) community outreach activities were conducted.

Cuesta to provide services that result in seventy-five percent (75%) of youth referred to Permanency Case Managers completing family trees/family lineage. As of FY 12-13 Cuesta will NO longer be reporting on this outcome as they do not have access to the information needed to complete family trees/family lineage. The performance outcome has been removed from the FY 2014-2015 performance outcomes.

Cuesta to provide services that result in sixty percent (60%) of youth referred to Permanency Case Managers having an identified significant adult in their lives. As of FY 12-13 Cuesta will NO longer be reporting on this outcome as they do not have access to the information needed to complete family trees/family lineage. The performance outcome has been removed from the FY 2014-2015 performance outcomes.

EFC Only Participants:

In addition to being included in eligible ILP/EFC activities/performance outcomes listed above, specific outcomes for ONLY the EFC participants include:

Cuesta exceeded its performance outcome to provide services that resulted in eighty percent (80%) of EFC participants receiving assistance in at least one life skill area, including daily living skills, housing, transportation, employment, and health. As of March 31, 2014, a total of fifty nine (59) of sixty two (62), or ninety-five percent (95%), of EFC youth/young adults have received assistance in one life skill area. It is anticipated that this number will be higher by the end of the 2013-2014 contract.

Cuesta was unable to meet its performance outcome to provide services that resulted in all EFC participants completing the Ansell-Casey Assessment. As of March 31, 2014, forty seven (47) of sixty two (62), or seventy five percent (75%), of EFC youth/young adults completed the Ansell-Casey Assessment. Since these youth/young adults are remaining in the same living environment many are not motivated to participate in this assessment. Staffs continue to offer opportunities throughout the year for participation which is voluntary.

Cuesta met its performance outcome to provide services that resulted in fifty percent (50%) of EFC participants placed in a Supervised Independent Living Placement (SILP) maintaining the placement for a minimum of three (3) months as a

result of services. As of March 31, 2014, seventeen (17) of twenty nine (29), or fifty eight percent (58%), remained in a SILP for a minimum of three (3) months.

Reported last year on July 20, 2013, in FY 2012-2013 a total of nine (9) of thirty nine (39), or fourteen percent (14%) remained in a SILP for a minimum of three (3) months.

Fiscal Year 14-15

ILP and EFC Participants:

Cuesta will recruit and serve at least 120 16-18 year olds (unduplicated) that will result in ninety percent (90%) participation among those eligible youth.

Cuesta will recruit and serve up to 60 18-21 year olds (unduplicated) that will result in eighty percent (80%) participation among those eligible participants.

Cuesta will provide services that result in one hundred percent (100%) of eligible ILP/EFC participants will complete the YESS assessment and the Transitional Interdependent Living Plan at least twice per year to examine youth progress and program effectiveness.

Cuesta will provide services that result in fifty percent (50%) of the ILP/EFC participants aged 18-21 placed in employment will maintain employment for a minimum of three (3) months as a result of services.

Cuesta will provide services that result in a minimum of twenty (20) ILP youth will participate in one semester of Introduction to Workplace Readiness at Cuesta College; a minimum of two (2) will participate in Summer Bridge.

Cuesta will provide services that result in Eight to ten (8-10) ILP/EFC eligible participants will participate in the subsidized employment program (work study).

Cuesta will identify and serve up to fifteen (15) youth ages 14-16.

Cuesta will provide services that result in eighty-five percent (85%) of Workshop Survey respondents will report they have gained new knowledge as a result of the workshop(s) attended.

Cuesta will provide services that result in twenty-five (25) CYC community outreach activities will be conducted.

EFC Only Participants:

In addition to being included in eligible ILP/EFC activities/performance outcomes listed above, specific outcomes for ONLY the EFC program participants include:

Cuesta will provide services that result in eighty percent (80%) of EFC participants will receive assistance in at least one life skill area, including daily living skills, housing, transportation, employment, and health.

Cuesta will provide services that result in all EFC participants will complete the Ansell-Casey Assessment.

Cuesta will provide services that result in fifty percent (50%) of EFC participants placed in a Supervised Independent Living Placement (SILP) will maintain placement for a minimum of three (3) months as a result of services.

ATTACHMENTS

1. Cuesta Employment and Training Clerk's File Statement